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27 FEB 1958

10 MAR 1958

10-1676

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT: Pay for Supergrade Medical Officers

This memorandum contains a recommendation for approval of the Director of Central Intelligence. Such recommendation is contained in paragraph 5.

1. PROBLEM:

To provide equitable compensation for CIA supergrade Medical Officers consistent with salaries paid elsewhere in the Federal Government.

2. FACTS:

- a. CIA supergrade Medical Officers are classified in GS grades and, for GS-16 and GS-17, initially receive the beginning rates of these grades; subsequent in-grade salary increases are dependent upon the completion of prescribed time periods.
- b. Most Federal Medical Officers are paid under compensation systems other than the GS grades used by CIA. Medical Officer positions equivalent to the supergrade GS levels in the Army, Navy, Air Force, and the U. S. Public Health Service provide for compensation (including allowances) considerably higher than the GS grade pay schedules. (Tab A)
- c. The Medical Officer pay schedule established by Congress for doctors (civilian) of the Veterans Administration provide higher pay at levels which correspond to the GS supergrade levels followed by CIA. (Tab B)
- d. Other than the CIA's supergrade Medical Officers paid under the GS system, there are only nine such positions throughout the Federal Government. (Tab C)

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SUMMARY: Pay for Supergrade Medical Officers

3. DISCUSSION:

- a. The Civil Service Commission recently raised the minimum pay of Physical Scientists and professional Engineers, in grades GS-06 through GS-17, to the top step of the grade. The Commission previously took similar action for Medical Officers GS-11 through GS-15. No action was taken by the Commission in behalf of supergrade Medical Officers GS-16 and GS-17 since the Department and agencies concerned (Tab C) did not request such action.
- b. CIA supergrade Medical Officer positions which would be affected by approval of policy to raise minimum pay levels are: one GS-17 in the Medical Staff, one GS-16 in the Office of Scientific Intelligence, and two potential GS-15's in the Medical Staff.
- c. CIA experience leaves no doubt that recruitment and retention problems pertaining to Medical Officers are as acute as for Physical Scientists and Engineers; pursuant to Civil Service Commission action the compensation of persons in these two latter groups is now set at the top step of the grade.
- d. Although CIA policy generally adheres to the pay schedules established by the Civil Service Commission, distinctive Agency requirements may be met by the Director's approval of such modification of the Commission's schedules as are deemed desirable in the Agency's interests.

4. CONCLUSIONS:

To compensate supergrade Medical Officers in CIA equitably, the same pay formula should be established for Medical Officers as already exists for Physical Scientists and Engineers.

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SUBJECT: Pay for Regulated Medical Officers

3. RECOMMENDATION:

That the top pay step in GS-16 and GS-17 be approved as the minimum pay of Medical Officers assigned to these grades.

/s/ Gordon M. Stewart

Gordon M. Stewart
Director of Personnel

ADMINISTRATIVE:

- A - 50 Levels for Army, Navy, Air Force, Public Health
- B - 50 Levels of Veterans Administration
- C - 50 Medical Officer Positions in other Agencies

COMMENTS:

Signed

L. E. White
Deputy Director (Personnel)

MAR 4 1958

Date

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D D C 1

The recommendation in paragraph 3 is approved.

Signed

Allen W. White
Director of Central Intelligence

10 MAR 1958

Date

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A

Supergrade Levels of Army, Navy, Air Force, Public Health Service

Supergrade levels of these agencies are all commissioned. Salaries include base pay, quarters and subsistence allowances, and certain tax and retirement savings. Ranks equivalent to GS supergrade levels and approximate beginning salaries are shown below.

<u>GS Equivalent</u>	<u>Rank</u>	<u>Salary</u>
GS-16	Lt. General	\$16,900
GS-17	Major General	15,840
GS-18	Brigadier General	15,000

The pay of each of these ranks is above the equivalent GS level.

B

Supersede Levels of Veterans Administration

<u>GS Equivalent</u>	<u>Position</u>	<u>Salary</u>	<u>Comparison to GS Rate</u>
GS-18	Chief Medical Director	\$17,800	above GS-18
GS-18	Deputy Chief Medical Director	16,800	above GS-18
GS-17	Asst Chief Medical Director (not over \$)	14,800	equivalent to top of GS-17
GS-16	Chiefs of Division (not over 20)	13,200 14,300	3d step of GS-16 to above top of GS-16

C

SI Supplemental Medical Officer Positions in Other Agencies

02-17

Medical Research Advisor, Office of the Surgeon General

Technical Director of Research and Development Board, Office of the Surgeon General

Deputy Chief, Chemical and Radiological Laboratories, Research and Engineering Department, Army Medical Center, Maryland

Medical Director, Division of Medicine, Food and Drug Administration

Superintendent, St. Elizabeth's Hospital

02-16

Director, Health Office, Civil Defense Technical Advisory Services

Superintendent, Ballinger Municipal Hospital

Superintendent and Medical Director, Glenn Dale Hospital

Assistant Superintendent, St. Elizabeth's Hospital

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